

CAREER LADDER PROGRAM

Missouri's Career Ladder Program Annual Report — 2022-23 School Year



The Career Ladder Program
Annual Report 2022-23 School Year

The Missouri Career Development and Teacher Excellence Plan, more commonly known as the Career Ladder Program, was established by the Excellence in Education Act of 1985. Funding for the Career Ladder Program was discontinued in 2010. The final report available at that time indicated that 348 school districts participated, with 17,961 teachers benefitting from the Career Ladder Program. The cost to the state that final year of funding was \$37,065,214.

In response to increased challenges brought about by the pandemic, including teacher shortage and severe staffing issues, the State Board of Education convened a Blue Ribbon Commission on Teacher Recruitment and Retention. Based on a recommendation from the Blue Ribbon Commission, funding for Career Ladder was reestablished in June 2022. The state appropriation for this first year 2022-23 was \$37 million. A total of 139 school districts participated in the first year of it being reinstated. A statistical summary of the Career Ladder Program for the 2022-23 school year is included in this report, as well as a map showing statewide distribution of participating districts.

Information for this annual report was provided to the Department of Elementary and Secondary Education (DESE) using an online survey that was sent to the lead contact for each participating school district. This provided information on district activities, state and district funding and to monitor progress on the impact of the Career Ladder Program.

The table below summarizes the anticipated and confirmed number of teachers that participated in each stage of the Career Ladder Program during the 2022-23 school year. It includes the total number of required hours completed by teachers at each stage of the program. It also includes the total anticipated and confirmed cost to the state and local contribution made by the school district.

	Total # of Teachers	Anticipated / Confirmed	Estimated Expenditures		
			Total # of Hours	State Allocation	Local Contribution
Stage I	1,768 / 1,187		88,400	\$1,573,410	\$1,048,940
Stage II	1,856 / 1,543		139,200	\$3,302,130	\$2,201,420
Stage III	7,718 / 6,053		771,800	\$22,959,300	\$15,306,200
All Three Stages	11,342 / 8,773		999,400	\$27,834,840	\$18,556,560
Actual Cost				\$21,546,240	\$14,364,160

The Career Ladder Program provided additional compensation for teachers who provided students opportunities for enhanced learning experiences, remedial assistance and various extended day/year activities. Career Ladder teachers also participated in profession growth activities including college classes, workshops, professional organizations, and mentoring.

Hours completed by teachers in the 2022-23 Career Ladder Program fell into various major categories. The highest number of additional completed hours by teachers were in the area of high quality tutoring and additional, expanded learning opportunities for students. The second highest number of hours were in the area of providing extra-curricular opportunities to students.

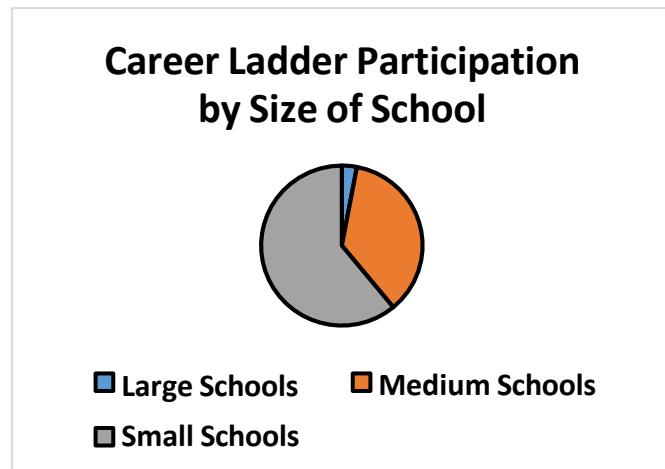
Another major category of completed hours by teachers were in the areas of receiving training and working towards various types of certification outside that offered by the school district. Other areas in which teachers completed Career Ladder hours are summarized in the table below.

Career Ladder Activities	Total Hours	% of total
Providing high quality tutoring or additional learning opportunities to students	235,841	35.7%
Serving as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation	149,973	22.7%
Receiving additional teacher training or certification outside of that offered by the school district (i.e. National Board Certification)	117,764	17.8%
Serving as a mentor for students, in both a formal as well as an informal capacity	83,848	12.7%
Serving as a mentor or cooperating teacher for new teachers for which the teacher does not already receive additional compensation	34,976	5.3%
Assisting students with postsecondary education preparation (i.e. ACT/SAT prep) or assisting students with completing college/career admission or financial assistance	29,988	4.5%
Participating in some type of teacher externships as provided in section 168.025, RSMo	7,588	1.1%

The Career Ladder Program also provided additional compensation for teachers for completing additional hours in numerous other categories. These included curriculum development and revisions, specific efforts to enhance parent contact and engagement, various areas of work on committees related to school improvement, additional efforts to improve instruction, organization and coordination of different student clubs, efforts to improve student reading, expanded areas of data analysis and tracking, the creation of mental health supports, participation in book studies related to school improvement, and the completion of additional coursework to improve instructional practice.

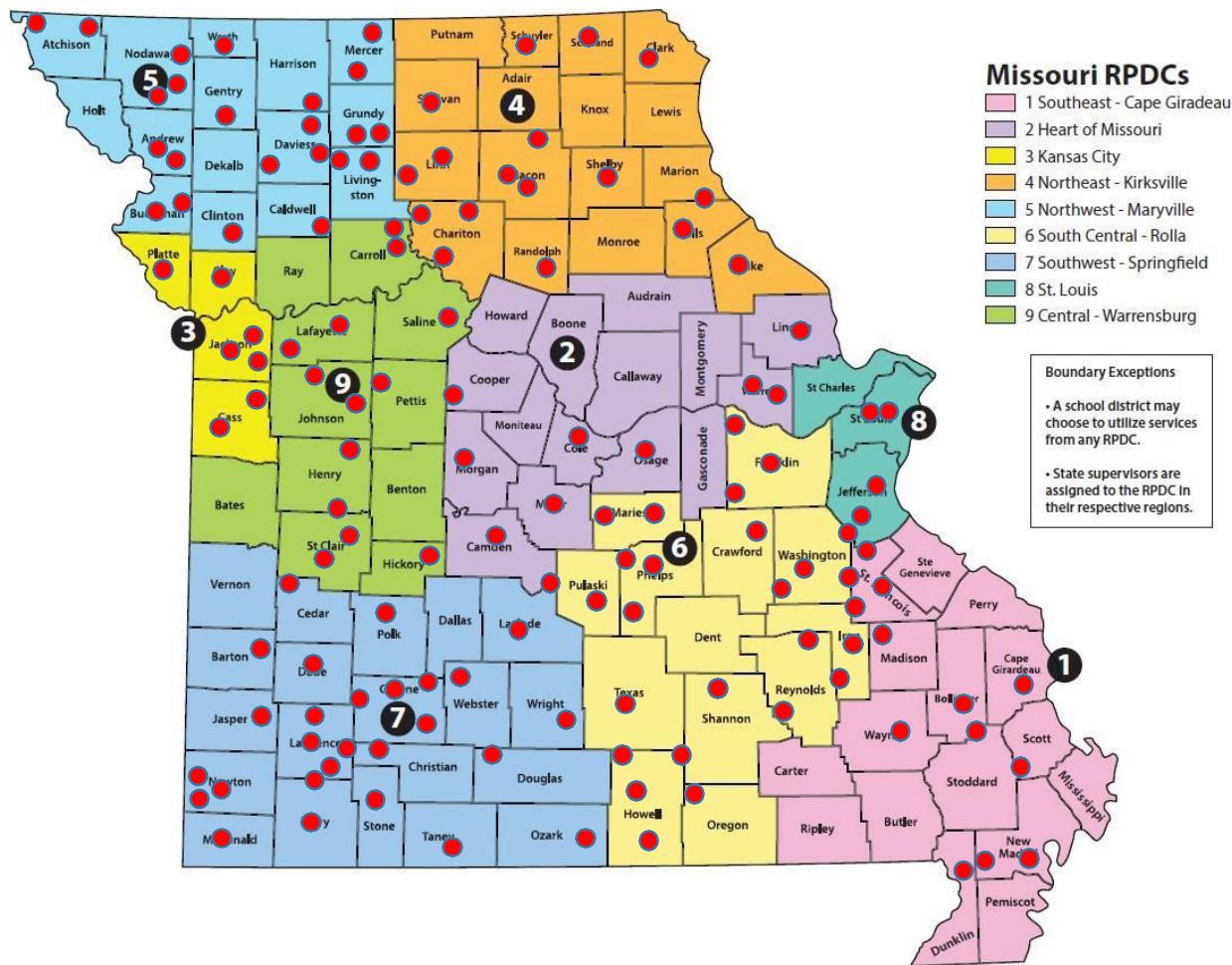
Participation in the Career Ladder program in school year 2022-23 varied by type of school. The data on the sizes of schools was determined by student enrollment. Schools defined as large had an enrollment of over 5,000 students. Schools in the medium category had anywhere from 1,000 to 5,000 students. Small schools are those schools with less than 1,000 students.

The smallest category of school districts that participated were large districts representing only 3 percent of all participating districts. Medium size districts at 36 percent comprised just over a third of participating school districts. The largest category of participating school districts in Career Ladder were small school districts at 61 percent, or nearly two-thirds of all participating school districts.



Distribution of 2022-23 Career Ladder School Districts

As the data below indicates, participation in Career Ladder was distributed across all nine regions of the state. Participation was significantly less than the state average in the Southeast, Heart of Missouri and St. Louis regions and significantly more than the state average in the Kansas City, South Central and Southwest regions.



Region of the State	Counties with a District participating in Career Ladder		
	Yes	No	% of
Southeast	9	7	56%
Heart of Missouri	8	7	53%
Kansas City	4	0	100%
Northeast	12	5	71%
Northwest	13	2	87%
South Central	12	1	92%
Southwest	18	2	90%
St. Louis	2	1	67%
Central	8	3	73%
Total	86	28	75%

Summary of District participation

The following table summarizes the participation of teachers in all of the 139 Career Ladder school districts for the 2022-23 school year. The table also includes the state allocation and local contribution. The Blue Springs R-IV School District spent the most on Career Ladder in 2022-23 at a little over \$2.9 million total on over 600 participating teachers. The least was spent by the Roscoe C-1 School District at less than \$7,000 for 2 participating teachers.

County Code	District Name	# Stage I Teachers	# Stage II Teachers	# Stage III Teachers	# Total Teachers	State Contribution	Local Match
103129	Advance R-IV	3	2	22	27	\$72,300	\$48,200
75087	Alton R-IV	2	6	33	41	\$111,600	\$74,400
47062	Arcadia Valley R-II	30	3	8	41	\$56,400	\$37,600
39135	Ash Grove R-IV	4	8	21	33	\$81,000	\$54,000
55110	Aurora R-VIII	0	4	69	73	\$214,200	\$142,800
34124	Ava R-I	0	4	28	32	\$91,200	\$60,800
2090	Avenue City R-IX	8	0	0	8	\$6,300	\$4,200
49135	Avilla R-XIII	1	1	2	4	\$8,000	\$5,333
77101	Bakersfield R-IV	0	2	28	30	\$87,600	\$58,400
19152	Belton 124	0	1	16	17	\$49,800	\$33,200
61151	Bevier C-4	1	4	7	12	\$29,100	\$19,400
94076	Bismarck R-V	23	1	8	32	\$46,500	\$31,000
48068	Blue Springs R-IV	18	55	550	623	\$1,771,800	\$1,181,200
84001	Bolivar R-I	7	9	104	120	\$334,500	\$223,000
17124	Bosworth R-V	0	0	6	6	\$18,000	\$12,000
82100	Bowling Green R-I	7	6	28	41	\$114,900	\$76,600
13061	Braymer C-4	3	1	12	16	\$40,500	\$27,000
58112	Brookfield R-III	1	11	54	66	\$182,700	\$121,800
21149	Brunswick R-II	2	5	15	22	\$55,800	\$37,200
42117	Calhoun R-VIII	3	0	6	9	\$20,700	\$13,800
15002	Camdenton R-III	48	36	149	233	\$444,000	\$296,000
16096	Cape Girardeau 63	3	4	3	10	\$18,900	\$12,600
5123	Cassville R-IV	8	3	60	71	\$192,600	\$128,400
94086	Central R-III	28	13	96	137	\$335,700	\$223,800
59117	Chillicothe R-II	4	9	106	119	\$337,800	\$225,200
23101	Clark Co. R-I	1	4	62	67	\$194,100	\$129,400
35097	Clarkton C-4	1	2	12	15	\$46,500	\$31,000
22092	Clever R-V	9	10	38	57	\$140,100	\$93,400
28101	Crawford Co. R-I	3	6	38	47	\$127,500	\$85,000
50014	DeSoto 73	16	20	133	169	\$449,400	\$299,600
50005	Dunklin R-V	5	55	0	60	\$103,500	\$69,000
11076	East Buchanan Co. C-1	9	8	20	37	\$82,500	\$55,000
20002	El Dorado Springs R-II	2	13	65	80	\$220,200	\$146,800
57002	Elsberry R-II	21	0	0	21	\$18,900	\$12,600
101107	Eminence R-I	0	2	13	15	\$42,600	\$28,400
39142	Fair Grove R-X	4	10	31	45	\$109,800	\$73,200
106003	Forsyth R-III	0	9	60	69	\$196,200	\$130,800
48066	Fort Osage R-I	20	30	223	263	\$744,600	\$496,400
62072	Fredericktown R-I	4	11	104	119	\$335,400	\$223,600
72073	Gideon 37	2	1	9	12	\$30,600	\$20,400
41004	Gilman City R-IV	0	1	10	11	\$25,290	\$16,860
46135	Glenwood R-VIII	0	3	17	20	\$52,200	\$34,800
29004	Greenfield R-IV	2	4	21	27	\$69,600	\$46,400
111086	Greenville R-II	3	8	38	49	\$131,100	\$87,400
17121	Hale R-I	1	2	11	14	\$37,500	\$25,000

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64075	Hannibal 60	41	33	127	201	\$477,300	\$318,200
97122	Hardeman R-X	1	0	5	6	\$15,900	\$10,600
43001	Hickory Co. R-I	1	3	43	47	\$135,300	\$90,200
107152	Houston R-I	5	9	46	60	\$158,700	\$105,800
74195	Jefferson C-123	4	4	8	16	\$33,900	\$22,600
26006	Jefferson City	39	73	350	462	\$1,223,100	\$815,400
51154	Johnson Co. R-VII	23	0	0	23	\$20,700	\$13,800
24086	Kearney R-I	5	9	68	82	\$224,700	\$149,800
38044	King City R-I	6	2	24	32	\$80,200	\$53,466
51155	Knob Noster R-VIII	5	10	50	65	\$172,500	\$115,000
80118	La Monte R-IV	4	2	4	10	\$19,200	\$12,800
61154	La Plata R-II	3	5	16	24	\$30,570	\$20,380
54039	Lafayette Co. C-1	2	12	48	62	\$167,400	\$111,600
93123	Lakeland R-III	0	2	27	29	\$84,600	\$56,400
6104	Lamar R-I	5	11	52	68	\$180,300	\$120,200
40104	Laredo R-VII	2	5	0	7	\$10,800	\$7,200
25002	Lathrop R-II	14	24	0	38	\$53,760	\$35,840
53113	Lebanon R-III	17	33	209	259	\$701,700	\$467,800
9078	Leopold R-III	0	4	13	17	\$45,600	\$30,400
90078	Lesterville R-IV	3	4	15	22	\$54,900	\$36,600
59114	Livingston Co. R-III	3	1	0	4	\$4,500	\$3,000
39139	Logan-Rogersville R-VIII	16	17	97	130	\$133,400	\$89,933
58109	Marceline R-V	0	5	40	45	\$129,000	\$86,000
63066	Maries Co. R-I	3	3	16	22	\$56,100	\$37,400
63067	Maries Co. R-II	10	5	0	15	\$18,900	\$12,600
55106	Marionville R-IX	5	7	38	50	\$131,000	\$87,333
112102	Marshfield R-I	9	56	0	65	\$108,000	\$72,000
60077	McDonald Co. R-I	6	15	148	169	\$476,400	\$317,600
58108	Meadville R-IV	1	2	11	14	\$37,500	\$25,000
11078	Mid-Buchanan Co. R-V	10	10	29	49	\$113,100	\$75,400
105124	Milan C-2	1	1	17	19	\$53,700	\$35,800
55104	Miller R-II	1	6	21	28	\$74,700	\$49,800
201201	MO Schls Sev Disabled	9	3	16	28	\$102,500	\$68,332
5128	Monett R-I	16	27	95	138	\$348,000	\$232,000
71091	Morgan Co. R-I	2	3	33	38	\$106,200	\$70,800
114114	Mountain-Grove R-III	3	12	66	81	\$224,100	\$149,400
46130	Mtn. View-Birch Tree R-III	7	9	39	55	\$139,500	\$93,000
55108	Mt. Vernon R-V	3	7	75	85	\$240,300	\$160,200
73108	Neosho R-V	12	143	0	155	\$268,200	\$178,800
36138	New Haven	9	16	0	25	\$36,900	\$24,600
81095	Newburg R-II	4	2	18	24	\$61,200	\$40,800
96109	Normandy	3	5	18	26	\$59,700	\$39,800
65096	North Mercer Co. R-III	2	0	9	11	\$28,800	\$19,200
83001	North Platte Co. R-I	1	2	42	45	\$103,500	\$69,000
94083	North St. Francois Co. R-I	66	0	115	181	\$404,400	\$269,600
74194	NE Nodaway Co. R-V	10	0	0	10	\$1,800	\$1,200
21148	Northwestern R-I	3	4	12	19	\$45,900	\$30,600
48070	Oak Grove R-VI	1	12	106	119	\$333,000	\$222,000
54041	Odessa R-VII	13	14	73	100	\$256,800	\$171,200
76083	Osage Co. R-III	11	3	25	39	\$90,300	\$60,200
93124	Osceola	3	2	30	35	\$96,300	\$64,200
27058	Otterville R-VI	2	7	10	19	\$44,400	\$29,600
31116	Pattonsburg R-II	3	1	6	10	\$23,400	\$15,600
81097	Phelps Co. R-III	0	2	12	14	\$39,600	\$26,400

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40103	Pleasant View R-VI	3	0	0	3	\$2,700	\$1,800
72068	Portageville	3	13	22	38	\$92,100	\$61,400
110029	Potosi R-III	37	22	69	128	\$279,900	\$186,600
65098	Princeton R-V	2	1	20	23	\$63,600	\$42,400
87083	Ralls Co. R-II	2	8	23	33	\$85,200	\$56,800
88073	Renick R-V	0	4	8	12	\$3,000	\$2,000
46132	Richards R-V	1	4	15	20	\$53,100	\$35,400
85044	Richland R-IV	3	1	14	18	\$46,500	\$31,000
3032	Rock Port R-II	0	2	30	32	\$93,600	\$62,400
81096	Rolla 31	7	19	255	281	\$805,500	\$537,000
93121	Roscoe C-1	1	0	1	2	\$3,900	\$2,600
2097	Savannah R-III	9	10	104	123	\$277,320	\$184,880
98080	Schuylerville R-I	3	6	48	57	\$157,500	\$105,000
99082	Scotland Co. R-I	7	5	38	50	\$129,300	\$86,200
73106	Seneca R-VII	13	12	30	55	\$123,300	\$82,200
102085	Shelby Co. R-IV	0	5	29	34	\$96,000	\$64,000
100063	Sikeston R-6	8	19	166	193	\$525,600	\$350,400
24087	Smithville R-II	6	84	0	90	\$155,700	\$103,800
47060	South Iron Co. R-I	2	4	16	22	\$57,000	\$38,000
74202	South Nodaway Co. R-IV	2	0	14	16	\$43,800	\$29,200
90076	Southern Reynolds Co. R-II	3	4	25	32	\$84,900	\$56,600
66104	St. Elizabeth R-IV	0	0	13	13	\$35,400	\$23,600
115115	St. Louis City	42	10	10	62	\$85,800	\$57,200
36135	Strain-Japan R-XVI	0	1	6	7	\$19,800	\$13,200
50009	Sunrise R-IX	4	4	5	13	\$25,800	\$17,200
3031	Tarkio R-I	0	2	13	15	\$42,600	\$28,400
31122	Tri-County R-VII	0	2	13	15	\$42,600	\$28,400
36131	Union R-XI	11	16	110	137	\$368,700	\$245,800
110031	Valley R-VI	4	3	16	23	\$55,800	\$37,200
109003	Warren Co. R-III	212	0	0	212	\$190,800	\$127,200
85046	Waynesville R-VI	28	172	0	200	\$334,800	\$223,200
94087	West St. Francois Co. R-IV	7	7	28	42	\$102,900	\$68,600
73105	Westview C-6	0	1	6	7	\$13,800	\$9,200
39133	Willard R-II	18	23	125	166	\$424,500	\$283,000
46131	Willow Springs R-IV	2	14	82	98	\$273,000	\$182,000
31117	Winston R-VI	1	2	2	5	\$10,500	\$7,000
113001	Worth Co. R-III	2	17	0	19	\$31,500	\$21,000
109002	Wright City R-II	9	12	39	60	\$146,700	\$97,800